

# CANADIAN OPPORTUNITIES

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Government  
Publications

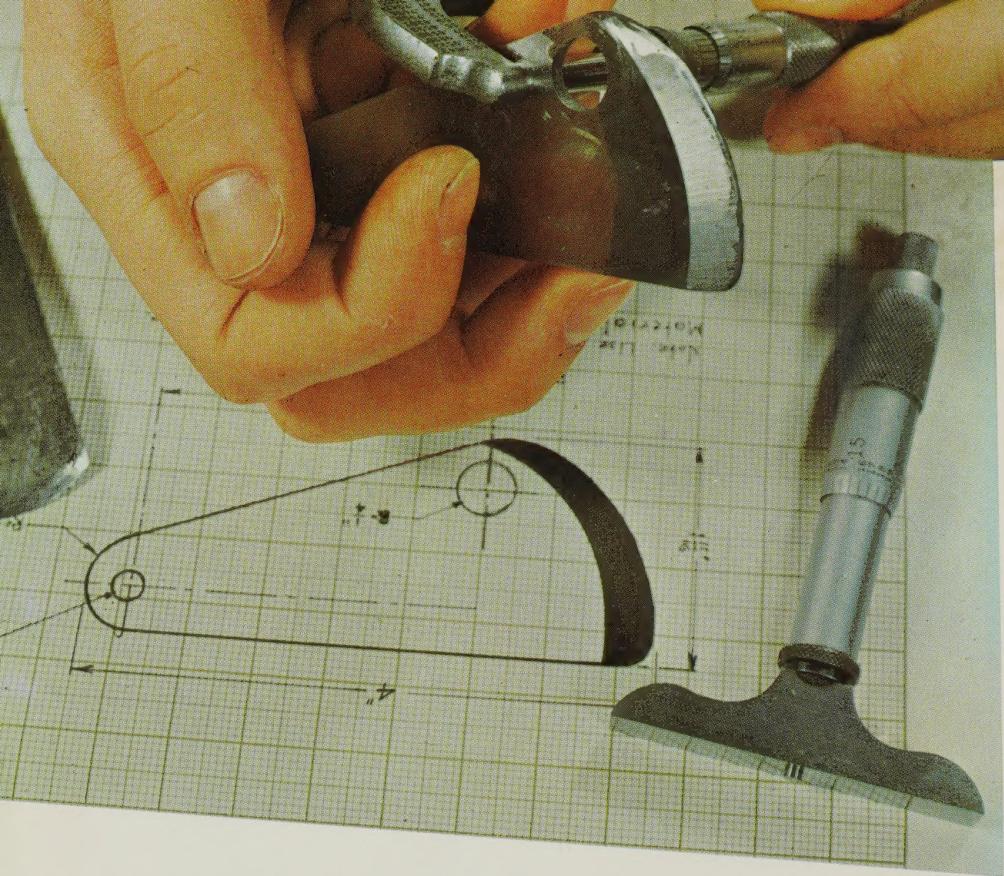
## SKILLED TRADESMEN

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UNIVERSITY OF TORONTO



CANADA NEEDS  
SKILLED IMMIGRANTS

Canada is one of the fastest developing industrial nations in the world. Canada's future is a bright one—but there is one essential requirement for continued growth. Now, and in the years ahead, many more people with professional, technical and managerial skills will be needed. New industrial techniques are creating demands for higher levels of skills and knowledge faster than they can be met from Canadian sources.

Canada has the tools and the raw materials to assure her economic well-being, but she has a continuing need for highly trained workers. If you possess skills that can be used in a fast-growing industrial society, Canada's need may be your chance to make your home and build a career in the development of a country of almost limitless resources.

### **What Canada offers**

Certainly it is true that the skilled, trained worker — whether professional, technician, craftsman, tradesman or manager—has no difficulty in finding attractive employment opportunities in many countries today.

Why, then, should skilled people want to come to Canada? The fact is that Canada offers certain advantages which even the most advanced, industrialized nations have difficulty in matching.

\* See your bank for latest information on rate of exchange of Canadian Currency.

**Incomes**—Incomes are higher in Canada than in most industrialized countries. For instance in October, 1966, bricklayers employed in construction in Toronto received \*\$3.75 an hour, plumbers in Winnipeg had an hourly rate of \$3.39, and electricians in Vancouver were paid \$4.24 an hour.

**Living Standards**—Living standards in Canada are very high—many families own their own home, a car, and a wide list of modern domestic equipment and personal effects.

**Rapid Advancement**—Because it is a young country, there is literally no limit to what ability and hard work can accomplish. Progressive employers recognize and reward merit.

**Exciting Challenges**—In a young country of vast resources, there are challenges to excite the enterprising. Scientific and technological standards are high. Management is progressive, keenly competitive, alert to new ideas.

**Room to Breathe In**—One of Canada's greatest attractions for newcomers is its spaciousness — its magnificent lakes, rivers and seacoasts—its parkland and vacation areas so close to its large cities.

**Bright Future for Children**—Many people who have emigrated to Canada have said that its most important attraction was the

greater opportunities for development and achievement it offered to their children.

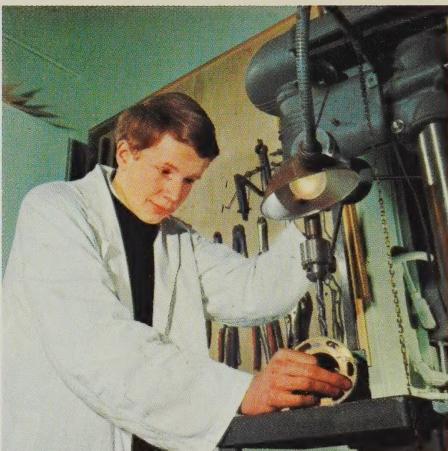
### Wide variety of industrial employment

When Canada became a nation in 1867, 81 per cent of the population was rural; that figure has now dropped to 31 per cent. Now, of every 100 workers employed in Canada, 26 are working in manufacturing, 27 in the service industries, 16 in retail and wholesale trade, nine in agriculture and seven each in the construction and transportation industries. The remaining five industries—fishing, forestry, mining, public utilities and finance (including insurance and real estate)—together employ eight workers out of every hundred.

Another indication of the industrial development of Canada is the proportion of people who live in large cities. More than 40 per cent of the population live in the 12 largest metropolitan areas. In the past decade, the population in these areas has increased by about 50 per cent.

Products of Canada's major industries are sold around the world. It is the fifth leading trading nation in the world—a truly remarkable fact in view of its relatively small population.

The rapid expansion of the Canadian economy is illustrated by the rise in the



Young machinist operating a drill press.



Aero-engine mechanics at work.

Gross National Product (the sum total of all goods and services produced in the country in a year) from \$15 billion in 1948 to \$61,000,000,000 in 1967. The 1966 figure was 10.9 per cent higher than the previous year and reflected strong market demands in Canada and buoyant export sales.

Canada is a land of big business and small businesses. Although giant corporations are a very real part of the Canadian scene, small business enterprises are the backbone of the Canadian economy as they represent by far the biggest proportion of all business activity in the country.

Immigrants have done well in all branches of industry and have made a significant contribution to the expansion of the country's economy. It is estimated that more than 50,000 newcomers in recent years have obtained managerial positions or have established their own business. Many achieved their present status despite initial language handicaps and lack of capital upon arrival.

The following listing of Canada's 40 leading industries illustrates the scope for skilled tradesmen in Canada:

- Pulp and Paper*  *Non-ferrous metal smelting and refining*  *Petroleum products*  *Slaughtering and meat packing*
- Motor vehicles*  *Primary iron and steel*  *Sawmills*  *Butter and cheese*

*Miscellaneous electrical apparatus and supplies*  *Sheet metal products*  *Miscellaneous food preparations*  *Bread and other bakery products*  *Printing and publishing*  *Rubber goods, including footwear*  *Machinery, industrial*  *Furniture*  *Aircraft and parts*  *Boxes and bags, paper*  *Acids, alkalies and salts*  *Fruits and vegetable preparations*  *Printing and bookbinding*  *Railway rolling stock*  *Feeds, stock and poultry, prepared*  *Clothing, women's factory*  *Clothing, men's factory*  *Castings, iron*  *Sash, door and planing mills*  *Breweries*  *Machinery, heavy, electrical*  *Telecommunication equipment*  *Flour Mills*  *Miscellaneous chemical products*  *Cotton yarn and cloth*  *Bridge and structural steel*  *Concrete products*  *Synthetic textiles and silk*  *Brass and copper products*  *Miscellaneous paper goods*  *Tobacco, cigars and cigarettes*

### **Working conditions**

You will find that one of the most important advantages Canadian workers enjoy is a spirit of friendly teamwork and informality. New ideas are welcomed.

*Hours of Work*—The five-day work week is general throughout Canada, with Saturday

and Sunday free to spend with the family. For most non-office employees in manufacturing, the standard work week is 40 hours or less and for most office employees, 37½ hours or less. Hours of work are slightly longer in retail trade. There are eight or nine paid public holidays in many industries.

*Vacations*—A two-week vacation with pay is provided by nearly all companies, (sometimes beginning with one week after a year's service). Saskatchewan law provides for a three-week vacation with pay after five years' service with the same employer. Throughout Canada, the three-week vacation is fairly widespread for employees who have been with their firms for five or more years.

*Overtime Pay*—For work in excess of normal hours the overtime rate of pay is usually at the rate of time and one-half the regular rate. Work on Sundays and holidays is sometimes paid at double the usual rate.

*Other Employee Benefits*—Equal pay laws requiring that women be paid at the same rates as men if performing the same work are in force in eight provinces, and for federal projects in all provinces.

Fair Employment Practices Acts are in effect in most provinces and for all employees under federal jurisdiction, prohibiting discrimination by employers in employing

workers or by trade unions in admitting members on grounds of race, colour, religion or national origin. Laws guaranteeing civil rights are also in force in various provinces.

*Safety and Health Regulations*—The safety and health of workers is promoted by required standards in working conditions.

Workers in most industries are protected by workmen's compensation legislation, which provides for payment of compensation and medical aid to workers who suffer an accident on the job or who contract an industrial disease.

*Labour Unions*—Approximately one-third of Canada's non-agricultural workers belong to a labour union.

Some unions are composed mainly of skilled tradesmen in specific occupations or crafts (e.g. lithographers and bookbinders) while in others, membership includes all workers below the supervisory level in a particular industrial establishment or plant, for example, automobile workers and textile workers. The former are called craft unions and the latter industrial unions.

A new union member normally pays an initiation fee and thereafter the regular monthly dues. These vary from one union to another and even from one local to another of the same union. The initiation fee may range from \$1.00 to \$25.00 but is usually

\$5.00; some, however, may be considerably higher. Membership dues are normally \$1.00 to \$4.00 a month but may again be higher.

Some collective agreements contain clauses providing that union dues will be automatically deducted from the member's pay cheque.

In contrast to many European countries, bargaining between unions and employer usually takes place within each individual plant, rather than on an industry-wide basis.

The collective agreement which results from bargaining is binding upon both parties and while it is in force strikes and lockouts are prohibited. A procedure is set out for grievances that may arise.

In addition to promoting improvement in the wages and working conditions of their members, some unions have educational and recreational programs and some have established pension and health insurance plans of their own.

A meteorological technician employed in weather mapping.



## **Skilled workers increase prosperity**

Immigrants have made vast contributions to Canada's economic development. They have brought capital into the country, been prominent as consumers, have helped to spread the administrative costs of government, but overshadowing all of these impressive contributions has been the fact that they have increased the total skills of Canada's labour force.

Canada's goal is the creation of one of the world's most highly productive labour forces. This will be achieved through the immigration of skilled workers from all over the world combined with the efforts of the Canadian Government to increase its pool of skilled workers. The end product will be even greater prosperity for Canada.

### **Up-grading labour force**

While many jobs go unfilled in Canada because of the shortage of skilled workers, persons with little or no training are finding it increasingly difficult to obtain gainful employment. To improve the prospects of unskilled workers and to give impetus to the nation's economic growth, the federal Government has introduced several wide ranging programs. These programs help workers to up-grade their skills and if necessary, to move from areas where there is little employment opportunity for them to where they may obtain employment.

Under the federal Government's Occupational Training For Adults Program, any eligible adult, whether employed, unemployed or working for himself, can be referred to training by a Canada Manpower Centre if the training will improve his



A telecommunications technician.

financial position, employability or contribution to the economy.

While taking training, he receives allowances which range from \$35 to \$90 a week, depending on family circumstances and living costs.

To be eligible for training allowances, usually a person must have been working or seeking work for the past three years, but if he has dependents he can qualify if he has been out of school for just one year.

Workers without family responsibilities can qualify for training if they are one year past school leaving age and have either been out of school for a year or are in apprenticeship or other employment involving part-time training.

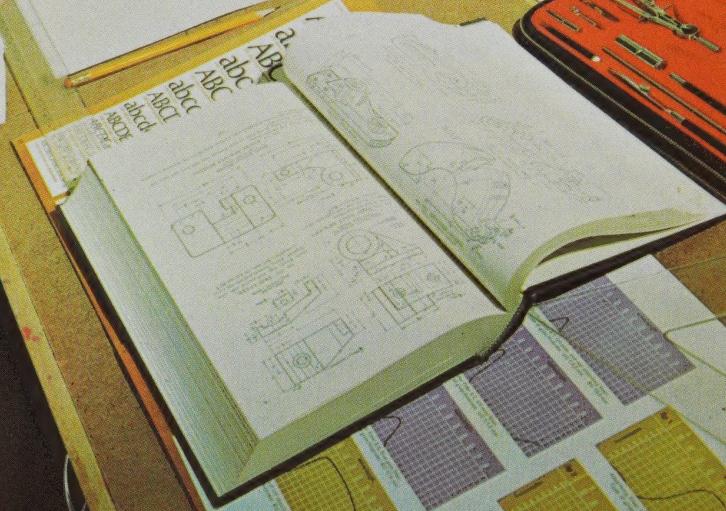
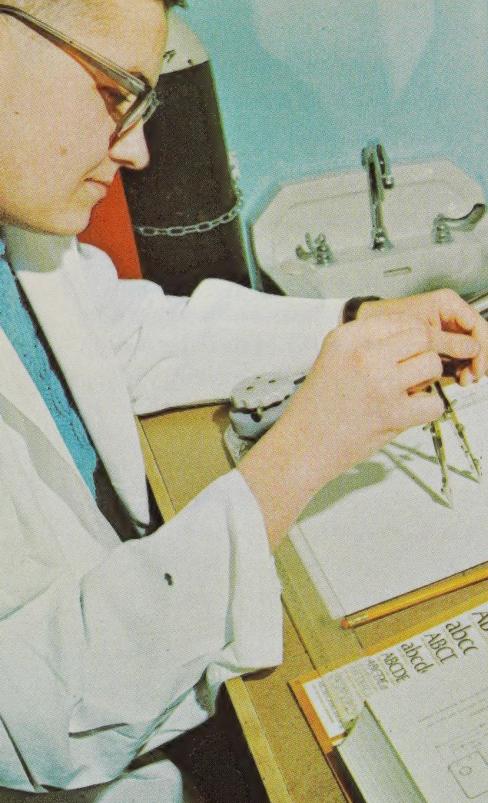
Immigrants who meet these conditions are eligible for training allowances or free training. As a rule, these training courses are a year or less, and are operated by provincial or municipal governments. The federal Government may also make arrangements with individual firms to train workers. In this case, the Government pays the costs of running the course, including reimbursing the firm for wages paid to employees while they are on training. This program normally applies only to "classroom" training in industry—a type of training that very few firms can afford. But when workers' jobs are

threatened by technological change, "on-the-job-training" will be offered to help them adapt.

The federal Government's Manpower Mobility Program is co-ordinated with various industrial development activities conducted by the provinces and other governmental agencies. Through various industrial development programs, industry is encouraged to locate in areas which lag behind the rest of the country in economic growth. When these new industries create job opportunities, workers in nearby communities may receive financial assistance to move to this labour market if there is little employment available for them in their home area. But the program does not end here — they may be helped to move to any area where there are jobs requiring their particular skills.

Any man who is unemployed, or has been notified of his permanent lay-off, is entitled to a grant to help him and his family move if there is little prospect of suitable employment in his home community and there is a definite job for him in another area. Immigrants as well as the native born are eligible for this assistance. Also there is financial assistance for those who must sell their homes.

Unemployed workers who wish to visit a nearby community to look for work are



eligible for financial assistance as well. This covers the cost of their return travel expenses, and if they have a family, allowances are provided to help support them while the husband is away.

### **Widespread social benefits**

Canadians today are healthier and live longer than at any period in their history. This is, no doubt, partly the result of a wide variety of social benefits provided by the federal Government, by the various provincial governments, and by private industry. The nation has the third lowest death rate in the world and the eighth highest birth rate of the more-developed countries of the world. In half a century the life expectancy for men has increased from 48 to 68 years and for women from 51 to 73 years.

*Unemployment Insurance*—In order to protect workers against possible loss of employment, the federal Government operates a contributory scheme of compulsory unemployment insurance and a nation-wide free employment service. With certain exceptions, all wage or salary earners making less than \$7,800 a year, and others working on a piece-work basis, contribute to the plan on the basis of their earnings. Employers and the federal Government also contribute to the plan.

If a worker is laid off due to a shortage of work, he receives payments if he has made the required number of contributions and is ready, able and willing to take suitable work immediately. His benefits vary, depending upon past earnings and whether he has any dependents.

There are no citizenship requirements for unemployment insurance and the benefit payments are not subject to income tax.

*Workmen's Compensation*—Every province has a workman's compensation law to protect those disabled by industrial accident or disease caused by conditions of work. For any disability arising out of employment, no matter what the length of the disability, he is entitled to free medical aid, including hospitalization, as long as needed. Accident benefits can go as high as \$4,500 a year and if a workman is killed as a result of his job, his widow and dependents are paid fixed monthly sums.

*Family Allowances*—All children born in Canada, and all children of newcomers who have lived in Canada for one year, are eligible for family allowances which are paid by the federal Government. For each child under 10, \$6 is paid monthly, and for each child between 10 and 16, \$8 is paid monthly. In addition, parents receive \$10 a month for each child, age 16 and 17, who is still in

school. The allowances are not subject to income tax.

To aid the families of immigrants to Canada, the federal Government gives assistance for one year in the form of allowances for children at the same rate as family allowances. Thus, in effect, children of immigrants receive family allowances from the time they arrive in Canada.

*Hospital Care* — Hospital insurance programs provide prepaid hospital care in all provinces. In some provinces residents pay premiums to be eligible and in others the plan is financed primarily out of general revenue. The Immigration Medical Service provides free medical care to certain immigrants who become ill en route to their destination or while awaiting employment.

*Medical Care* — The standard of medical care in Canada is second to none. Pending approval of universal medical care insurance proposals for comprehensive physicians services, there are in operation in Canada, provincial programs which already make available medical care to residents of differing conditions.

The provinces of Ontario, Saskatchewan, Alberta and British Columbia offer medical care insurance programs for their residents. These programs vary from province to province. Plans are now underway in other

provinces to operate health care programs which will provide protection against medical, and in some cases, dental expenses.

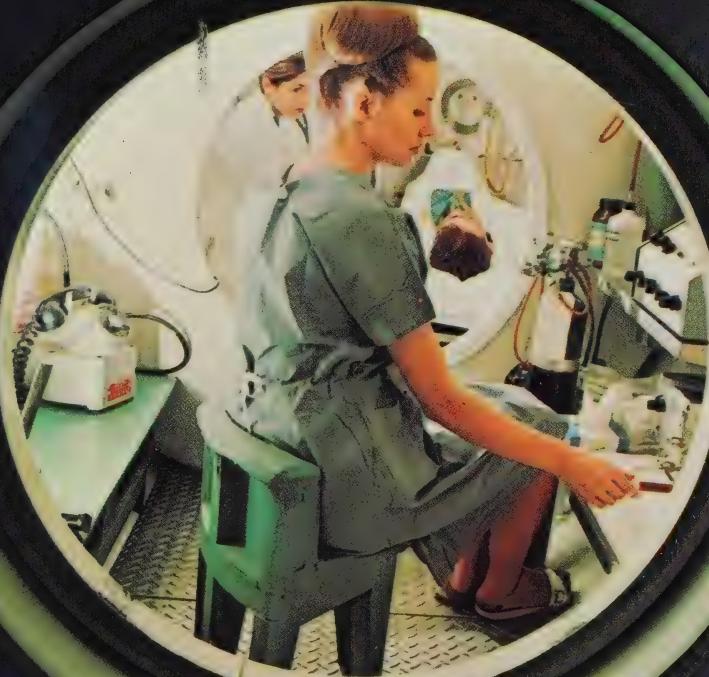
A number of provinces have developed programs under which free or substantially free services are provided for all residents suffering from specific diseases such as tuberculosis, mental illness, cancer, poliomyelitis and arthritis.

*Voluntary Health Insurance Schemes* — Many companies provide their employees with group insurance which includes life insurance and medical insurance. A small premium is sometimes paid by the employee to participate. In addition, there are many private companies which sell health insurance and insurance against accident or loss of pay policies to individuals.

*Old Age Security Pensions* — Persons aged 68 or over who have resided in Canada for at least 10 years prior to their 68th birthday receive a pension of \$75 a month from the federal Government. The age requirement for this pension will be reduced a year at a time in subsequent years until 1970 when it will be 65.

In addition, the federal Government makes funds available to the provinces so that aged persons of proven need may have their pensions supplemented.

Technician, patient and nurse in a Hyperbaric Chamber. (Treatment under pressure or high oxygen content atmosphere.)



*The Canada Pension Plan*—In addition to pensions which employees receive from their company pension plans, where such a plan is in operation, the federal Government in 1965 instituted the Canada Pension Plan to provide retirement pensions for all employees between 18 and 70. The Plan covers practically everybody who is working, whatever his or her occupation. The Plan is universally applicable throughout Canada except in the Province of Quebec, which has set up its own comparable pension plan.

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**Briefly, the Plan provides the following benefits:**

- A pension for you when you retire;
- A pension for you if you have to stop work because you are disabled and cannot work;
- A pension for your wife if she is widowed;
- Benefits for your children if you die;
- Pensions for disabled widowers;
- A lump sum payment to your estate at your death.

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The Plan is a contributory one. You, as an employee, contribute approximately 1.8 per cent of your annual earnings between \$600

and \$5,000, and your employer pays the same amount. The retirement pension you will receive amounts to 25 per cent of what your annual earnings up to \$5,000 have averaged from age 18.

If you are earning \$5,000 or more a year, you would pay \$79.20 a year into the Plan. If when you retired at 65 your earnings have averaged at least \$5,000 annually, you would receive a monthly pension of \$104.17.

**For information about the other benefits listed, ask your Canadian Immigration Counsellor.**

*Company Pension Plans*—In addition to the pension paid by the federal Government, many companies have their own pension plans which provide employees with additional pensions to add to their retirement income. Sometimes these company pensions are paid in full by the company but usually both company and employee make contributions to the pension fund.

*Mother's Allowances* — When a needy family no longer has a breadwinner and the mother is unable to look after her children without assistance, a mother's allowance is provided by the province in which she lives.

*General Assistance* — General assistance, including emergency assistance, is available

Auto-mechanics work on both European and North American vehicles.



in all provinces to persons who are in need because of unemployment, illness or other reasons. Special arrangements are made for emergency aid to certain newcomers to Canada who have not yet acquired residence, usually a period of one year.

### **How to find a job**

You may be interested in Canada—may feel that you would like to live there—but naturally, before you decide, you will want to know if you can find suitable employment.

As pointed out earlier, there is no lack of job opportunities for those with professional, technical training and managerial skills. *To get more complete information about the various fields of employment, visit the nearest Canadian Immigration Office. A Counselling Officer will be happy to discuss with you your own particular circumstances and give detailed information about the opportunities open to you—and how to find them.*

Another method of “getting the feel” of Canadian employment opportunities is to purchase or subscribe to one or more large Canadian daily newspapers. This will enable you to see the advertisements offering jobs in different industries.

When you come to Canada, Canada Manpower Centres will help you find employment. Of course, there is nothing to prevent

you getting in touch with prospective employers on your own initiative, or in answer to the many advertisements you will notice in newspapers and other publications.

*Employment Qualifications* — There are certain qualifications usually required for employment in Canada.

*Skills*—Most important, of course, is your ability, your education, and your previous experience in a skilled trade or certain line of work.

Copies or translations of school and other certificates should be brought with you as evidence of training received and courses completed.

*Language* — Ability to speak English, or French is important—and of course in many occupations, essential. If you do not now speak English or French, you would be well advised to start learning either of these languages before leaving for Canada. When you arrive in Canada you will find that language courses are available, usually at night school, in the larger cities across Canada either entirely free of charge or for a small fee. If it is not possible for you to attend classes, you may obtain free self-teaching materials by writing to the government of the province in which you settle.

*Age and Sex*—Your age will have some bearing upon job opportunities, as older

workers are sometimes at a disadvantage in seeking employment. But there is such a demand in Canada today for skilled technicians and trained people that if you have good qualifications, this factor should not make much difference.

Newcomers who are women, will find many opportunities open to them in the Canadian labour force. Certain occupations traditionally are the largest employers of women—clerical, service and sales, teaching and nursing. Manufacturing industries that are large employers of women include textiles, clothing and electrical supplies. Many married women in Canada work to supplement their husband's income or because they enjoy the business world.

*Canadian Citizenship*—As a general rule, you do not have to be a Canadian citizen to find employment in Canada. However, preference is given to Canadian citizens in competitions for government positions, and in the Province of Quebec, citizenship is a requirement for the practice of most professions.

*Personal Qualities and Attitudes*—Canadian employers are like employers elsewhere—they give preference to job seekers who have a good education, are mentally alert, dependable, able to get along with their fellow workers. Success in the job, and rate

of promotion, of course, depend on job performance.

Newcomers to Canada will inevitably find that not everything is done in the way in which they are accustomed. So adaptability is important.

It is well to remember, also, that no matter how well qualified you are, you may not be able to begin at the top of your line of work. And, of course, you may not find exactly what you are looking for in your line of work. The main thing is to get started, and if you have ability, a good technical training, and are willing to work, you will certainly get ahead (although you should not expect to make your fortune overnight). Canada is so much in need of trained workers that no one who has good qualifications needs to worry about his future.

*Union Membership*—In a large section of Canadian industry, membership in unions is voluntary. In some industries, a “union shop” agreement is in force, requiring a worker to join the certified union when he is hired. In a much smaller group of industries, the “closed shop” type of agreement may be in force, requiring membership by the worker in his trade union before employment can be found.



Some craft unions require evidence of an applicant's competence before admitting him to membership. Evidence of having qualified under the provincial regulations for licensing or for competence certificates will, as a rule, be sufficient, although some unions establish competence tests of their own. Ask the Immigration Counselling Officer for more information on this subject.

*Certification* — In a number of skilled trades in Canada you must obtain a certificate of competence *before* being permitted to practise the trade. Usually these are the trades that involve a period of apprenticeship training (see Appendix No. 1). Certification may be required by the province in which you plan to work, or by the municipality, or both.

If you plan to immigrate to Canada with the aim of working in a skilled trade, you should ask a Canadian Immigration Counsellor if certification in your trade is needed in the community in which you plan to settle, and to what extent your training and experience in this trade will be of use to you in Canada.

A photographer from the Netherlands has a thriving business in Ottawa.

### **Going into business for yourself?**

Perhaps you would like to go into business for yourself in Canada. There is no reason why you should not, as there are many opportunities. However, it would probably be wise to work for a while in Canada before you take this step, in order to familiarize yourself with conditions.

Skilled tradesmen and others who provide services frequently set up their own business—painters, stonemasons, electricians, plumbers, housebuilders, barbers, hairdressers, automobile repairmen.

If you need to borrow money to finance your business, there are several sources. The federal Government provides loans, under certain conditions, through the Small Business Loans Act and the Industrial Development Bank. There are other private sources which share in the financing of small enterprises and, of course, the large chartered banks of Canada are ready to provide everyday working capital for wages and materials on a short-term basis.

The Canadian Immigration Counsellor or the Canadian Government Trade Commissioner will be able to advise you on all aspects of this important subject.



Electricians command high wages in Canada.

## **SUMMING UP**

Canada is a young and fast developing country — a country that has not yet reached its peak — a country that offers great opportunities to the man or woman with skill or special training.

It is a country which enjoys one of the highest living standards in the world. The people are friendly, and unite characteristics of the British, the French, and the Americans, and other Continental European nations in a distinctively Canadian mixture.

The climate is attractive, with a warm and pleasant spring, summer and fall season, and a brisk winter that is not unduly cold in the heavily populated areas.

There is a good present — and an even better future — for you and your family in Canada if you can bring to it useful skills and the willingness to work. Canada needs these qualities, and rewards generously those who place them in her service.

**Discuss your future in Canada with the experienced Counselling Officer in the Immigration office nearest your residence.**

**APPENDIX NO. 1**  
**TRADES FOR WHICH APPRENTICESHIP TRAINING  
 IS REQUIRED, BY PROVINCE (1) — MAY, 1968**

NFLD. N.S. N.B. QUE. ONT. MAN. SASK. ALTA. B.C.

	Total Trades	20	22	25	28	22	18	18	23	30
Aeronautical Mechanics	—	*	—	—	—	—	—	—	—	*
Auto-Body and Fender Repair	*	*	*	*	*	*	*	*	*	*
Barber	—	—	—	*	*	—	—	—	—	*
Blacksmith	*	—	—	—	—	—	—	—	—	*
Boiler Shop Worker	—	*	—	*	—	—	—	—	—	*
Boat Builder	—	—	—	—	—	—	—	—	—	*
Bricklayer and Stonemason	*	*	*	*	*	*	*	*	*	*
Cabinetmaker	—	—	*	*	—	—	—	—	—	—
Carpenter	*	*	*	*	*	*	*	*	*	*
Cook	*	—	—	—	*	—	*	*	*	*
Draughtsman	*	*	*	—	—	—	—	—	—	—
Electrical Construction Worker	*	*	*	*	*	*	*	*	*	*
Electrical Maintenance	*	*	*	*	*	*	*	—	—	—
Gasfitter	—	—	—	*	—	—	—	*	*	*
Glass Worker	—	—	—	*	—	—	*	*	*	*
Hairdresser	*	—	—	*	*	—	*	*	*	*
Heavy Duty Mechanic	*	*	*	*	—	—	*	*	*	*
Instrument Maker	*	*	—	—	—	—	—	—	—	*
Jewellery and Watch Repair	—	—	—	*	*	—	—	—	—	*
Lather	—	—	—	*	*	—	*	—	*	*
Lineman	—	*	—	*	—	—	—	—	*	*
Machinist	*	*	*	*	—	—	*	*	*	*
Millworker (Factory Woodworker)	—	—	*	—	—	—	*	—	—	—
Millwright	*	*	*	*	*	*	*	*	*	*
Motor Vehicle Repair	*	*	*	*	*	*	*	*	*	*
Moulder	—	—	*	*	—	—	—	—	—	*
Office Machine Mechanic	—	—	—	—	—	—	—	—	—	*
Painter and Decorator	*	—	*	*	*	*	*	*	*	*
Patternmaker	*	*	*	—	—	—	—	—	—	*
Plasterer	—	—	—	*	*	*	*	—	*	*
Plastic Fabricator	—	*	—	—	—	—	—	—	—	—
Plumber and Pipefitter	*	*	*	*	*	*	*	*	*	*
Printer	—	—	*	*	—	—	—	—	—	*
Radio (Maintenance and Repair)	—	—	—	*	*	—	—	*	*	—
Refrigeration Worker	—	*	*	*	*	*	*	*	*	*
Sheet-Metal Worker	*	*	*	*	*	*	*	*	*	*
Shipfitter and Shipwright	—	*	*	—	—	—	—	—	—	—
Sign Painter	—	—	—	*	—	—	—	—	—	*
Stationary Engineer	*	—	*	*	—	—	—	—	—	—
Steamfitter	—	*	*	*	*	*	*	—	*	—
Steel Fabrication Worker	—	*	—	—	—	—	—	—	—	*
Structural Iron Worker	—	—	—	—	*	—	—	—	—	*
Switchboard Operator	—	—	*	—	—	—	—	—	—	—
Tilesetter	—	—	—	*	*	*	*	—	*	*
Welder	*	—	*	—	*	—	*	*	*	*

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